

# MANOR INDEPENDENT SCHOOL DISTRICT



## Compensation Plan

School Year  
2018-2019

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Introduction

The MISD Compensation Plan is updated and adopted annually by the Board of Trustees and is administered jointly through the Office of Human Resources and the Superintendent of Schools.

This Plan is administered according to the *Compensation Plan Guidelines*, a Human Resources publication that is updated as administratively necessary and approved annually by the Superintendent of Schools.

Manor ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant’s job qualifications, experience, and abilities.

# Manor Independent School District Teacher/Professional Placement Schedule 2018-2019

<b>Years Exp</b>	<b>Teacher Scale</b>	<b>Librarian Scale</b>	<b>RN Scale</b>	<b>Counselor (Elem)</b>	<b>SLP, OT, PT, Diagnostician, LSSP</b>	<b>Counselor (MS, HS)</b>	<b>Years Exp</b>
	<b><u>187</u></b>	<b><u>192</u></b>	<b><u>192</u></b>	<b><u>192</u></b>	<b><u>197</u></b>	<b><u>214</u></b>	
<b>0</b>	\$46,300	\$47,538	\$47,538	\$55,000	\$55,000	\$57,775	<b>0</b>
<b>1</b>	\$46,500	\$47,743	\$47,743	\$55,300	\$55,300	\$57,975	<b>1</b>
<b>2</b>	\$46,700	\$47,949	\$47,949	\$55,600	\$55,600	\$58,175	<b>2</b>
<b>3</b>	\$46,900	\$48,154	\$48,154	\$55,900	\$55,900	\$58,375	<b>3</b>
<b>4</b>	\$47,100	\$48,359	\$48,359	\$56,200	\$56,200	\$58,675	<b>4</b>
<b>5</b>	\$47,300	\$48,565	\$48,565	\$56,600	\$56,600	\$58,975	<b>5</b>
<b>6</b>	\$47,500	\$48,770	\$48,770	\$57,000	\$57,000	\$59,375	<b>6</b>
<b>7</b>	\$47,800	\$49,078	\$49,078	\$57,400	\$57,400	\$59,775	<b>7</b>
<b>8</b>	\$48,100	\$49,386	\$49,386	\$57,800	\$57,800	\$60,175	<b>8</b>
<b>9</b>	\$48,400	\$49,694	\$49,694	\$58,200	\$58,200	\$60,575	<b>9</b>
<b>10</b>	\$48,700	\$50,002	\$50,002	\$58,600	\$58,600	\$60,975	<b>10</b>
<b>11</b>	\$49,100	\$50,413	\$50,413	\$59,100	\$59,100	\$61,375	<b>11</b>
<b>12</b>	\$49,500	\$50,824	\$50,824	\$59,600	\$59,600	\$61,775	<b>12</b>
<b>13</b>	\$49,900	\$51,234	\$51,234	\$60,100	\$60,100	\$62,175	<b>13</b>
<b>14</b>	\$50,300	\$51,645	\$51,645	\$60,600	\$60,600	\$62,575	<b>14</b>
<b>15</b>	\$50,700	\$52,056	\$52,056	\$61,100	\$61,100	\$62,975	<b>15</b>
<b>16</b>	\$51,100	\$52,466	\$52,466	\$61,600	\$61,600	\$63,375	<b>16</b>
<b>17</b>	\$51,500	\$52,877	\$52,877	\$62,100	\$62,100	\$63,784	<b>17</b>
<b>18</b>	\$51,977	\$53,367	\$53,367	\$62,600	\$62,600	\$64,828	<b>18</b>
<b>19</b>	\$52,898	\$54,312	\$54,312	\$63,100	\$63,100	\$65,876	<b>19</b>
<b>20</b>	\$53,821	\$55,260	\$55,260	\$63,717	\$63,717	\$66,920	<b>20</b>
<b>21</b>	\$54,766	\$56,230	\$56,230	\$64,714	\$64,714	\$67,969	<b>21</b>
<b>22</b>	\$55,509	\$56,993	\$56,993	\$65,735	\$65,735	\$69,038	<b>22</b>
<b>23</b>	\$56,273	\$57,778	\$57,778	\$66,537	\$66,537	\$69,880	<b>23</b>
<b>24</b>	\$57,038	\$58,563	\$58,563	\$67,363	\$67,363	\$70,744	<b>24</b>
<b>25</b>	\$57,803	\$59,349	\$59,349	\$68,189	\$68,189	\$71,614	<b>25</b>
<b>26</b>	\$58,567	\$60,133	\$60,133	\$69,015	\$69,015	\$72,481	<b>26</b>
<b>27</b>	\$59,333	\$60,919	\$60,919	\$69,839	\$69,839	\$73,347	<b>27</b>
<b>28</b>	\$60,097	\$61,704	\$61,704	\$70,668	\$70,668	\$74,205	<b>28</b>
<b>29</b>	\$60,862	\$62,489	\$62,489	\$71,493	\$71,493	\$75,082	<b>29</b>
<b>30</b>	\$61,627	\$63,275	\$63,275	\$72,320	\$72,320	\$75,949	<b>30</b>
<b>31</b>	\$62,391	\$64,059	\$64,059	\$73,146	\$73,146	\$76,816	<b>31</b>
<b>32+</b>	\$63,191	\$64,881	\$64,881	\$73,971	\$73,971	\$77,682	<b>32+</b>

Teacher pay structure represents annual salaries based on full-time contract arrangements for employment based on 187 work days (10 months). Note, salary levels meet or exceed state minimum salary requirements.

Professional staff on duty for more or less than 187 days will receive an annual salary for the number of days on duty based on the daily rate for their certified year of experience.

***Note: Original service records are required to ensure proper salary. Please note without original service records your pay will default to zero pay.***

### **Teacher Supplements**

Eligibility for teacher supplements is based on full-time employment as a teacher for 187 days. Supplements will be prorated for part-time teachers (those who spend at least ½ day per school day providing classroom instruction). Teacher supplements do not apply to staff members paid through any other Job Classifications within this Compensation Plan.

- Teachers, instructional coaches, librarians and registered nurses who meet the above criteria and who hold a master's degree receive a \$1,000 supplement above the regular teacher salary, paid throughout the year.
- Teachers, instructional coaches, librarians and registered nurses who meet the above criteria and who hold a doctorate's degree receive a \$2,000 supplement above the regular teacher salary, paid throughout the year.
- Teachers who meet the above criteria and who serve in positions requiring a bilingual certification receive a \$4,000 supplement above regular teacher salary and a \$1,500 sign on bonus.
- The degree supplement for counselors, diagnosticians, LSSP's, LSSP Intern's and occupational therapists is built into the salary schedule.
- Instructional coaches are paid on the teacher pay scale plus 10 additional days.
- LSSP Interns will be paid on zero year teacher pay scale effective 2018-2019 school year forward.
- A critical need stipend, as determined for hard to fill positions, will be up to 4,000 annually.

Salary is based on the above schedule for the certified years of experience and degree as of August 1, 2018.

Predictions of future salaries are not possible from this pay structure. Each year the steps in the pay range are revised to show salary increase as appropriate. Individual salaries are not reduced, though salaries remain the same until the Board grants a general pay increase.

## **Athletic Stipends 2018-2019**

**Please contact Athletic Director for stipend amounts.**

# Manor Independent School District High School Stipends 2018-2019

<u>Type Stipend</u>	<u>Total Amount</u>		<u>Type Stipend</u>	<u>Total Amount</u>
Audio Visual Production	\$1,300		Journalism	\$1,300
Band – Head Director	\$15,000		Lead Counselor (Applies to MHS & SHS Campuses)	\$3,000
Band - Asst Dir	\$7,000		Math (Secondary only)	\$1,000
Band – Orchestra	\$6,000		National Honor Society	\$1,000
Cheerleader	\$4,000		One Act Play	\$1,500
Choir	\$5,000		Science (Secondary only)	\$1,000
Communications/Website Coordinator (Campus)	\$1,000		Special Ed. – Behavior, Life Skills & Autism	\$1,000
Dance	\$5,500		Student Council	\$1,500
Dance – Asst (Pom Pom)	\$3,500		UIL – Coordinator	\$1,500
Department Head (Secondary- Core Subject Areas & Special Education)	\$2,000		UIL- Individual Subject Coaches	\$500
Gifted Talented	\$1,000		Year Book	\$1,500

*Note: All stipends will be paid ½ December and ½ May except Fine Arts and Athletic stipends.*

# Manor Independent School District Middle School Stipends 2018-2019

<u>Type Stipend</u>	<u>Total Amount</u>
Band – Head Director	\$8,500
Band – Asst Dir	\$5,500
Band – Orchestra	\$4,000
Cheerleader	\$2,000
Choir	\$4,000
Communications/Website Coordinator (Campus)	\$1,000
Department Head (Secondary-Core Subject Areas & Special Education)	\$2,000
Gifted Talented	\$1,000
Math ( <i>Secondary only</i> )	\$1,000
National Honor Society	\$750
One Act Play	\$500
Science ( <i>Secondary only</i> )	\$1,000
Special Ed. – Behavior, Life Skills & Autism	\$1,000
Student Council	\$750
UIL – MS Coordinator	\$750
UIL – MS Individual Subject Coaches	\$500
Year Book	\$1,000

*Note: All stipends will be paid ½ December and ½ May except Fine Arts and Athletic stipends.*

# Manor Independent School District Elementary School Stipends 2018-2019

<u>Type Stipend</u>	<u>Total Amount</u>
Bilingual	\$4,000
Communications/Website Coordinator (Campus)	\$1,000
Gifted Talented	\$1,000
Grade Level Lead Stipend (Elementary Campuses Only)	\$600
Special Ed. – Behavior, Life Skills & Autism	\$1,000
UIL – Elem Coordinator	\$500
UIL – Elem Individual Subject Coaches	\$350
Year Book	\$500

*Note: All stipends will be paid ½ December and ½ May*

# Manor Independent School District Administration Stipends 2018-2019

<u>Type Stipend</u>	<u>Total Amount</u>	<u>Pay Period</u>
HVAC Assistant	\$1/Hr	Semi-monthly
Lead Copy Room Assistant	\$2/Hr	Semi-monthly
Lead Daycare Assistant	\$1/Hr	Semi-monthly
Lead Food Service Manager	\$1/Hr	Semi-monthly
Night Shift Custodian	\$1/Hr	Semi-monthly
Trainer (Transportation)	\$1,500.00/yr	Semi-monthly
Master Plumber	\$1,000.00/yr	Semi-monthly
Journeyman Plumber	\$500.00/yr	Semi-monthly
Master Electrician	\$1,000.00/yr	Semi-monthly
Journeyman Electrician	\$500.00/yr	Semi-monthly
Translation (District Level Official)	\$3,000.00/yr	Semi-monthly



# Manor Independent School District Administrative/Professional Pay Structure 2018-2019

## Pay Grade 1

Daily Rate	Minimum \$179.00	Midpoint \$218.00	Maximum \$257.00
226	40,454	49,268	58,082
255	45,645	55,590	65,535
Supervisor, Custodial Services (255)      Supervisor, Transportation Maintenance (255)      Supervisor, Transportation Operations (226)			

## Pay Grade 2

Daily Rate	Minimum \$202.20	Midpoint \$246.34	Maximum \$290.48
226	45,697	55,673	65,648
255	51,561	62,817	74,072
Specialist, Communications (226)      Specialist, Student Information Services (226) *      Supervisor, Construction & Grounds (255) Specialist, Data (226)      Supervisor, HVAC & Maintenance (255)			

## Pay Grade 3

Daily Rate	Minimum \$228.12	Midpoint \$278.36	Maximum \$328.60
197	\$44,940	\$54,837	\$64,734
202	\$46,080	\$56,229	\$66,377
214	\$48,818	\$59,569	\$70,320
226	\$51,555	\$62,909	\$74,264
Coordinator, Family Engagement (226) *      Coordinator, PEIMS (226)      Specialist, Attendance & Dropout Prevention (197) Coordinator, Gear Up (214) *      Coordinator, Risk Management (226)      Specialist, Instructional Technology (226) Coordinator, Mentor Program (202)      Educator, Homeless (197)      Specialist, Family Resources (197) Coordinator, Payroll/Benefits (226)      Social Worker (197)			

## Pay Grade 4

Daily Rate	Minimum \$246.25	Midpoint \$300.63	Maximum \$355.01
197	48,511	59,224	69,936
202	49,743	60,727	71,712
214	52,698	64,335	75,972
226	55,653	67,942	80,232
Assistant Director, Food & Nutrition (226)      Coordinator, Continuous Improvement (214)      Coordinator, Secondary PBL (214) Assistant Director, Human Resources (226)      Coordinator, Elementary PBL (214) *      Coordinator, Special Education (214) Assistant Director, Payroll (226)      Coordinator, Federal Programs (226)      Coordinator, Student, Family & Support Services (226) Assistant Principal, ES (202)      Coordinator, Fine Arts (214)      Coordinator, Subject Area (214) Coordinator, Attendance & Dropout Prevention (197)      Coordinator, Instructional Special Education (214)      Coordinator, Testing & Data (226) Coordinator, Autism (214)      Coordinator, Lead Bilingual/ESL (226)      Engineer, Systems (226) Coordinator, Bilingual/ESL (214)      Coordinator, Native Teacher/ PD (214) *      Specialist, Network (226) Coordinator, Budget (226)      Coordinator, Native Teacher/ PD (214) *      Specialist, Systems (226) Coordinator, Child Development Center (214)      Coordinator, PBIS/RTI/504 (214)			

### Pay Grade 5

Daily Rate	Minimum \$276.07	Midpoint \$336.71	Maximum \$397.35
202	55,766	68,015	80,265
214	59,079	72,056	85,033
226	62,392	76,096	89,801
Academic Dean, New Tech (214) Coordinator, Advanced Academics (226) Coordinator, SLP (214)			
Assistant Principal, MS (202) Network Systems, Technology Services (226)			

### Pay Grade 6

Daily Rate	Minimum \$309.43	Midpoint \$377.12	Maximum \$444.81
214	66,218	80,704	95,189
226	69,931	85,229	100,527
Assistant Director, CTE (226) Director, Counseling & Guidance (226) Director, Social & Emotional Learning (226)			
Assistant Director, Health Services (226) Director, Early Childhood Programs (226) Director, Transportation (226)			
Assistant Director, Special Education (226) Director, Facilities (226) Grant Writer (226)			
Assistant Director, Technology Services (226) Director, Finance (226) Inspector/Project Manager (226)			
Assistant Principal, HS (214) Director, Food & Nutrition (226) Principal, ES (226)			
Assistant Principal of Instruction, MS (214) Director, Inventory Control & Textbooks (226) Principal, DAEP/MAP (214)			
Director, Communications, PR & Policy (226) Director, Purchasing (226) Principal, MEA (226)			

### Pay Grade 7

Daily Rate	Minimum \$333.06	Midpoint \$407.21	Maximum \$481.36
214	71,275	87,143	103,011
226	75,272	92,029	108,787
Assistant Principal of Instruction, HS (214 & 226) Director, Federal Programs (226) Director, Partnership & Wellness (226)			
Director, Bilingual/ESL Programs (226) Director, Fine Arts (226) Director, Student Information Services (226)			

### Pay Grade 8

Daily Rate	Minimum \$374.95	Midpoint \$446.95	Maximum \$518.95
226	84,739	101,011	117,283
Director, Athletics (226) Director, Human Resources (226) Principal, MNTHS (226)			
Director, CTE & Innovative Programs (226) Director, Special Education (226) Principal, MS (226)			

### Pay Grade 9

Daily Rate	Minimum \$427.44	Midpoint \$509.52	Maximum \$591.60
226	96,601	115,152	133,702
Chief Officer, Technology Services (226) Executive Director, C & I (226) Executive Director, Special Programs (226)			
Executive Director, Accountability & Sch Improvement (226) Executive Director, Human Resources(226) Principal, HS (226)			

### Pay Grade 10

Daily Rate	Minimum \$478.95	Midpoint \$570.66	Maximum \$662.37
226	108,243	128,969	149,696
Assistant Superintendent (226) Chief Financial Officer (226)			

\* Position may be grant/federally funded.

# Manor Independent School District Clerical/Paraprofessional Pay Structure 2018-2019

<b>Pay Grade 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$11.32</b>	<b>\$13.80</b>	<b>\$16.28</b>
<b>187</b>	16,935	20,645	24,355
<b>192</b>	17,388	21,197	25,006
<b>197</b>	17,840	21,748	25,657
Clerical Support Assistant, MS & HS (187)      Educational Assistant, Inclusion/Resource (187)      Educational Assistant, Regular (187) Daycare Assistant (192)      Educational Assistant, ISS-MS (187)      Print Shop Assistant (197) Educational Assistant, Dance (187)      Educational Assistant, Library (187) Educational Assistant, Gymnastics (187)      Educational Assistant, Pre-K (187)			

<b>Pay Grade 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$12.44</b>	<b>\$15.18</b>	<b>\$17.92</b>
<b>187</b>	18,610	22,709	26,808
<b>192</b>	19,108	23,316	27,525
<b>197</b>	19,605	23,924	28,242
<b>226</b>	22,492	27,445	32,399
Assistant, Homeless Liaison (197)*      Educational Associate, ISS-MHS (187)      Educational Associate, PPCD (187) Daycare Associate (192)      Educational Associate, Job Coach (187)      Educational Associate, Pre-K Bil (187) Educational Associate, Behavior (187)      Educational Associate, Life Skills (187)      Hall Monitor, HS & MS (187) Educational Associate, Functional Academics (187)      Educational Associate, PBSC (187))      Receptionist, HS (226)			

<b>Pay Grade 3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$13.57</b>	<b>\$16.55</b>	<b>\$19.53</b>
<b>214</b>	23,232	28,334	33,435
<b>226</b>	24,535	29,922	35,310
Administrative Assistant, Communications (226)      Administrative Assistant, Federal Programs (226) *      Attendance Associate, Elementary (214) Administrative Assistant, Facilities & Construction (226)      Attendance Associate Middle School (214)			

<b>Pay Grade 4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$14.38</b>	<b>\$17.54</b>	<b>\$20.70</b>
<b>214</b>	24,619	30,028	35,438
<b>226</b>	25,999	31,712	37,426
Administrative Associate, Elementary (214)*      Attendance Associate, Pre-K Center (214)      Registrar, MEA School (226) Administrative Associate, Food & Nutrition (214)      Bookkeeper, High School (226)      Registrar, Middle School (214) Administrative Associate, HS (214)      Receptionist, Central Office (226) Attendance Associate, HS (214)      Registrar, Elementary (214)			

<b>Pay Grade 5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$16.26</b>	<b>\$19.82</b>	<b>\$23.38</b>
<b>192</b>	24,975	30,444	35,912
<b>214</b>	27,837	33,931	40,026
<b>226</b>	29,398	35,835	42,271
Budget Assistant, BiVESL (226)      Sr. Admin. Associate, MEA (226)      Sr. Admin. Associate, Middle School (226) Medical Assistant (192)      Sr. Admin. Associate, Facilities & Construction (226)      Sr. Admin. Associate, Special Education (226) Registrar, High School (226)      Sr. Admin. Associate, Fine Arts (226)      Sr. Admin. Associate, Special Programs (226) Sr. Admin. Associate, Business Office (226)      Sr. Admin. Associate, Food Service (226)      Sr. Admin. Associate, Technology Services (226) Sr. Admin. Associate, Counseling & Guidance (226)      Sr. Admin. Associate, Human Resources (226)      Sr. Admin. Associate, Transportation (226) Sr. Admin. Associate, Elementary (226)      Sr. Admin. Associate, MAP (214)			

<b>Pay Grade 6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$17.48</b>	<b>\$21.31</b>	<b>\$25.14</b>
<b>192</b>	26,849	32,732	38,615
<b>197</b>	27,548	33,584	39,621
<b>226</b>	31,604	38,528	45,453
LVN (192)		Sr. Administrative Associate, Board of Trustees (226)	
Parent Liaison (197) *		Sr. Administrative Associate, High School (226)	

<b>Pay Grade 7</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$18.69</b>	<b>\$22.80</b>	<b>\$26.91</b>
<b>226</b>	33,792	41,222	48,653
Specialist, Athletic Accounting - MHS (226)		Specialist, Facilities & Construction (226)	Specialist, PEIMS (226)
Specialist, Accounts Payable (226)		Specialist, SFSS (226)	

<b>Pay Grade 8</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$20.37</b>	<b>\$24.85</b>	<b>\$29.33</b>
<b>226</b>	36,829	44,929	53,029
Executive Assistant, Asst. Superintendent (226)		Specialist, HR Position Management (226)	Specialist, Pre-K Center/Early Childhood (226)
Executive Assistant, Curriculum & Instruction (226)		Specialist, HR Substitute (226)	Specialist, Purchasing (226)
Specialist, Administrative (226)		Specialist, Payroll (226)	Specialist, SPED PEIMS (226)

<b>Pay Grade 9</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$24.45</b>	<b>\$29.82</b>	<b>\$35.19</b>
<b>226</b>	44,206	53,915	63,624

<b>Pay Grade 10</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$26.04</b>	<b>\$31.76</b>	<b>\$37.48</b>
<b>226</b>	47,080	57,422	67,764
Executive Associate, Superintendent (226)			

\* Position may be grant/federally funded.



**Manor Independent School District  
Clerical Paraprofessional Placement Scale  
2018-2019**

Years Exp	Pay Grade 1	Pay Grade 2	Years Exp
	<u>Hrly Rate</u>	<u>Hrly Rate</u>	
0	\$11.32	\$12.44	0
1	\$11.38	\$12.50	1
2	\$11.55	\$12.68	2
3	\$11.72	\$12.86	3
4	\$11.89	\$13.04	4
5	\$12.06	\$13.22	5
6	\$12.23	\$13.40	6
7	\$12.40	\$13.58	7
8	\$12.57	\$13.76	8
9	\$12.74	\$13.94	9
10	\$12.91	\$14.12	10
11	\$13.08	\$14.30	11
12	\$13.25	\$14.48	12
13	\$13.42	\$14.66	13
14	\$13.59	\$14.84	14
15	\$13.80	\$15.18	15

# Manor Independent School District Operations/Technician Pay Structure 2018-2019

<u>Pay Grade 2</u>	Minimum	Midpoint	Maximum
Hourly	\$10.50	\$12.80	\$15.10
175	14,700	17,920	21,140
255	21,420	26,112	30,804
<i>Bus Monitor (176)</i> <i>Custodian (255)</i> <i>Food Service Assistant (175)</i> <i>Fueler (255)</i>			

<u>Pay Grade 3</u>	Minimum	Midpoint	Maximum
Hourly	\$11.26	\$13.73	\$16.20
175	15,764	19,222	22,680
255	22,970	28,009	33,048
<i>Food Service Asst. Manager (175)</i> <i>Groundskeeper (255)</i> <i>Lead Custodian, ES &amp; CO (255)</i>			

<u>Pay Grade 4</u>	Minimum	Midpoint	Maximum
Hourly	\$12.61	\$15.38	\$18.15
175	17,654	21,532	25,410
226	22,799	27,807	32,815
255	25,724	31,375	37,026
<i>Food Service Cater (175)</i> <i>Lead Custodian, MS &amp; HS (255)</i> <i>Lead Groundskeeper (255)</i> <i>Warehouse Assistant, CO (255)</i> <i>Warehouse Assistant, Food &amp; Nutrition (226)</i> <i>Warehouse Assistant, Facilities &amp; Construction (255)</i>			

<u>Pay Grade 5</u>	Minimum	Midpoint	Maximum
Hourly	\$13.63	\$16.61	\$19.59
175	19,082	23,254	27,426
255	27,805	33,884	39,964
<i>Food Service Manager, Elementary (175)</i> <i>General Maintenance Technician (255)</i>			

<u>Pay Grade 6</u>	Minimum	Midpoint	Maximum
Hourly	\$16.00	\$19.51	\$23.02
175	22,400	27,314	32,228
255	32,640	39,800	46,961
<i>Bus Driver (175)</i> <i>Locksmith (255)</i>			

<u>Pay Grade 7</u>	Minimum	Midpoint	Maximum
Hourly	\$17.20	\$20.98	\$24.76
175	24,080	29,372	34,664
226	31,098	37,932	44,766
255	35,088	42,799	50,510
<i>Audio &amp; Video Technician, Transportation (175)</i> <i>Dispatcher, Transportation (226)</i> <i>Field Coordinator, Food &amp; Nutrition (175)</i> <i>Food Service Manager, HS (175)</i> <i>Food Service Manager, MS (175)</i> <i>Lead Maintenance Technician (255)</i> <i>Mechanic, Facilities &amp; Construction (255)</i> <i>Painter (255)</i> <i>Router, Transportation (226)</i> <i>Supervisor, Warehouse (255)</i>			

<u>Pay Grade 8</u>	Minimum	Midpoint	Maximum
Hourly	\$18.74	\$22.87	\$27.00
226	33,882	41,349	48,816
255	38,230	46,655	55,080
<i>Carpenter (255)</i> <i>Computer Technician (226)</i> <i>Groundskeeper, Pest Control (255)</i> <i>Supervisor, Transportation Safety &amp; Training (226)</i>			

<u>Pay Grade 9</u>	Minimum	Midpoint	Maximum
Hourly	\$20.52	\$25.03	\$29.54
226	37,100	45,254	53,408
255	41,861	51,061	60,262
<i>Electrician (255)</i> <i>HVAC Mechanic (255)</i> <i>Help Desk, Technology Services (226)</i> <i>Mechanic, Transportation (255)</i> <i>Plumber (255)</i>			

**Manor Independent School District  
Operations/Technician Placement Schedule  
2018-2019**

<b>Years Exp</b>	<b>Pay Grade 2</b>	<b>Pay Grade 6</b>	<b>Years Exp</b>
	<u>Hrly Rate</u>	<u>Hrly Rate</u>	
0	\$10.50	\$16.00	0
1	\$10.55	\$16.08	1
2	\$10.67	\$16.26	2
3	\$10.79	\$16.44	3
4	\$10.91	\$16.62	4
5	\$11.03	\$16.80	5
6	\$11.15	\$16.98	6
7	\$11.27	\$17.16	7
8	\$11.39	\$17.34	8
9	\$11.51	\$17.52	9
10	\$11.63	\$17.70	10
11	\$11.75	\$17.88	11
12	\$11.87	\$18.06	12
13	\$11.99	\$18.24	13
14	\$12.11	\$18.42	14
15	\$12.23	\$18.60	15
16	\$12.35	\$18.78	16
17	\$12.47	\$18.96	17
18	\$12.59	\$19.14	18
19	\$12.71	\$19.32	19
20	\$12.80	\$19.51	20

## Manor Independent School District Travel Allowances/Stipend 2018-2019

Assistant Superintendent	\$1,000	Liaison Assistant, Liaison and Social Worker	\$1,000
Athletic Director	\$1,000	Mentor Coordinator	\$1,000
Bilingual/ESL Specialist & Coordinator	\$1,000	New Tech High School Principal	\$1,000
C&I Specialist & Coordinator	\$1,000	Orchestra Teacher	\$1,400
CFO	\$1,000	PBIS/RTI/504 Coordinator	\$1,000
Choir Teacher	\$1,000	PEIMS Coordinator	\$1,000
Communications Director & Specialist	\$1,000	Percussion Teacher	\$1,000
Continuous Improvement Coordinator	\$1,000	School Improvement Director	\$1,000
Counselor Director	\$1,000	Special Education Director	\$1,000
CTE Coordinator	\$1,000	Special Education Specialist/Coordinator	\$1,000
CTE Director	\$1,000	Student & Family Support Services Director/Coordinator	\$1,000
District Nurse Coordinator	\$1,000	Student Management Director	\$1,000
Dyslexia Teacher	\$1,000	Technology Director	\$1,000
Elementary/Middle/High School Principal	\$1,000	Technology Staff	\$1,000
EXCEL Principal	\$1,000	Transportation Director	\$1,000
Facilities & Construction Director	\$1,000		
Federal Programs Director	\$1,000		
Food Service Director	\$1,000		
Human Resources Director			
Human Resources Executive Director	\$1,000		

*Note: Effective for any new employee hired for the 2018-2019 school year. Existing employees will maintain their current stipend amount.*

### Vehicle Allowances

Superintendent	\$2,400
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\*This vehicle allowance is a non-accountable (taxable) plan for the cost of in-district travel for employees filling the above-listed positions requiring travel throughout the district on a regular basis to fulfill the duties of that position. All other school personnel traveling in personal vehicles during the course of the regular business day as part of their job duties are eligible for reimbursement for in-district travel upon submission of mileage in accordance with Business Services administrative regulations.

Commuting miles to/from work are not reimbursable for any employees.



# Manor Independent School District Substitute Pay Schedule 2018-2019

## **Teachers:**

### **Non-Degreed**

\$ 85.00 a day for first ten days

\$ 100.00 a day for same assignment on the 11<sup>th</sup> day

### *Degreed*

\$ 90.00 a day for first ten days

\$ 110.00 a day for same assignment on the 11<sup>th</sup> day

### *Certified*

\$ 95.00 a day for first ten days

\$ 125.00 a day for same assignment on the 11<sup>th</sup> day

RN: \$120 a day for first ten days

\$145.00 a day for same assignment on the 11<sup>th</sup> day

LVN: \$100 a day for first ten days

\$120.00 a day for same assignment on the 11<sup>th</sup> day

PK, Special Education Behavior or Life Skills Aide

\$ 85.00 a day for the first ten days

\$ 100.00 a day for same assignment on the 11<sup>th</sup> day

## **Campus Administrator**

\$250 per day

## **Counselor**

\$225 per day

## **Bus Drivers**

\$16 per hour

## **Bus Monitor**

\$10.50 per hour

## **Clerical/Technical**

\$10-\$15 per hour

## **Custodial**

\$10.50 per hour

## **Child Care Provider**

\$10 per hour

## **Child Nutrition**

\$10.50 per hour

## **High School Student Worker**

\$8 per hour

## **Academic Tutors** (Before/During/Afterschool):

- \$25 hour (SBEC Certification)
- \$20 hour (Bachelor's Degree)
- \$15 hour (Minimum of 24 hours of College Credit)